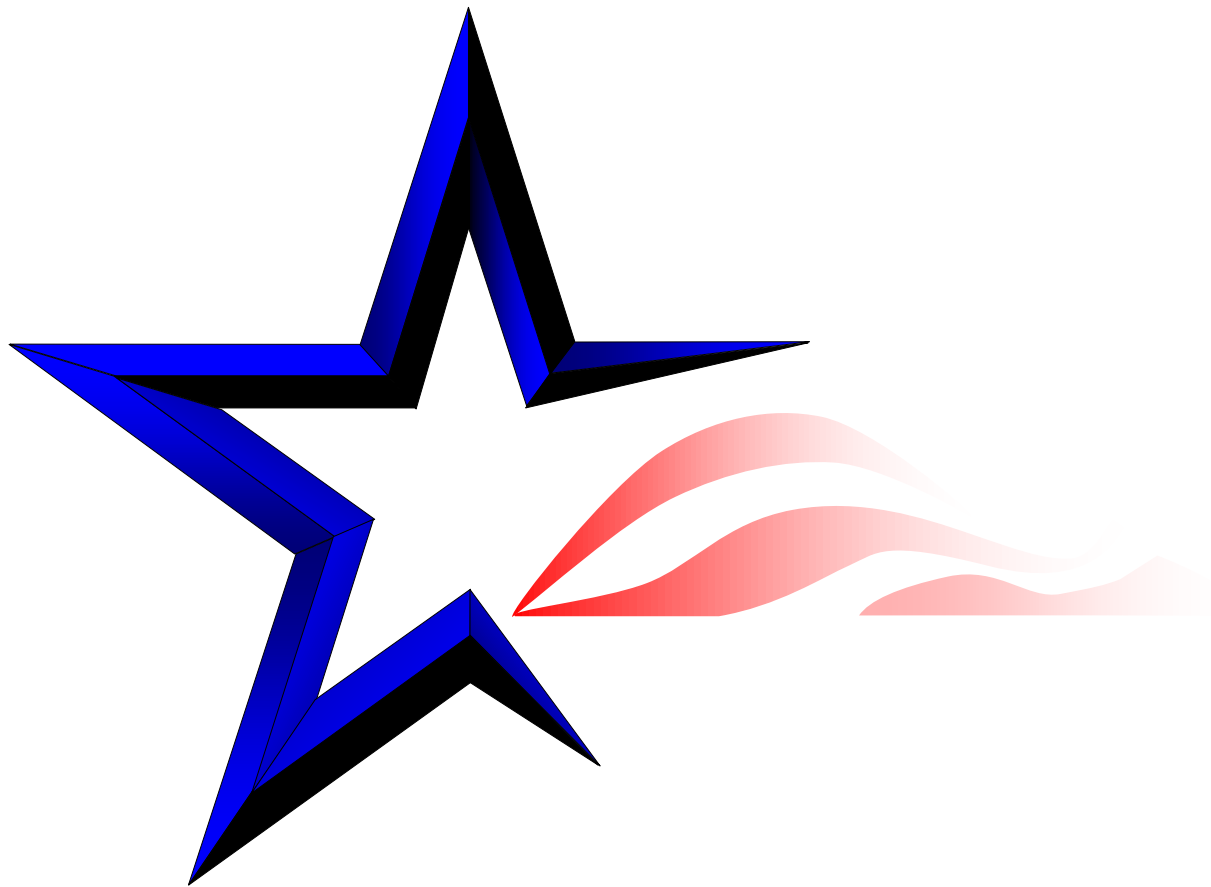
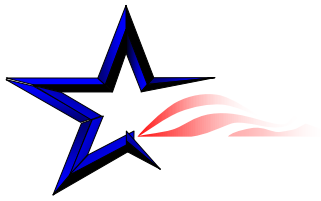


Specialty Career Path



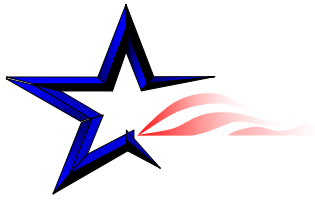


Specialty Career Path (SCP)

- **SCP provides an alternative to the traditional command career path and supports the demand for expertise in the following mission areas throughout the Fleet:**

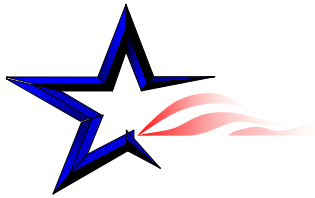
Anti-Submarine Warfare (ASW)
Anti-Terrorism/Force Protection (AT/FP)
Education & Training Management Systems (ETMS)
Financial Management (FM)
Mine Warfare (MIW)
Missile Defense (MD)
Naval Operational Planner (NOP)
Operations Analysis (OA)
Shore Installation Management (SIM)
Strategic Sealift (SS)

- **The SCP program affords selected officers priority detailing into designated SCP billets, improved career predictability, and the potential to screen for SCP CO/XO milestone billets.**



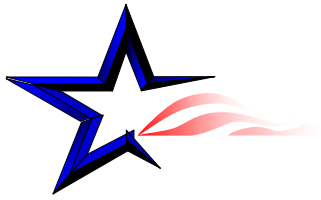
History of the SCP Program

- **SWO Specialty Career paths approved in 2004 (6 disciplines)**
- **First SWO Specialty Career Path board conducted in Jan 2005**
- **PERS 43 assigned lead within PERS 4 in April 2007 for SCP expansion to URL**
- **First URL SCP Selection Board held June 2010 (10 disciplines)**
 - Added 4 additional disciplines (FM, OA, NOP, ETMS)
- **MILPERSMAN released in August 2011**
 - Provides guidance for SCP Officer Assignments
 - PERS-41 designated as SCP Coordinator for PERS-4
- **Inventory of 148 SCP Officers (snapshot as of November 2011)**
 - 5 Submariners / 32 Aviators / 111 Surface Warfare



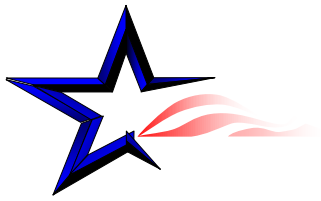
What We Desire to Achieve

- **A cadre of warfare qualified officers who can provide experience and expertise in disciplines that are critical and highly desired by the Navy.**
- **Improved career predictability for selected officers as SCP will provide meaningful, progressive career options within critically important sub-specialties.**
- **Officers who can fill required Warfare Enterprise billets, including sea duty, while remaining viable within their community and Specialty Career Path.**



What SCP is Not

- **SCP is not a new designator. SCP selectees will remain in their current community.**
- **SCP selection does not guarantee exclusive assignment to SCP billets. Rotation dates, needs of the Navy, and career progression will continue to affect the assignment process.**
- **SCP is not a way to avoid sea duty or required community milestone tours. SCP will still allow for normal community sea/shore rotations (may not always be in SCP billets).**
- **SCP billets are not exclusive to SCP officers and most will ultimately be filled by non-SCP Officers due to inventory (per the current guidance of a 4:1 billet-to-body ratio).**
- **SCP is not a manpower draw from the enterprises. Many enterprise billets require skill sets resident within SCP.**



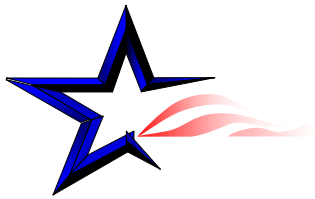
SCP Stakeholder Roles

- **Executive Lead Agents (ELAs)**
 - Develop and maintain billet base for each SCP discipline
 - Define any training requirements
 - Provide recommendations for SCP Selection Board guidance

- **PERS-4 Directorate Liaisons**
 - Single point of contact for respective SCP ELAs
 - Ensure proper billet coding and billet allocation

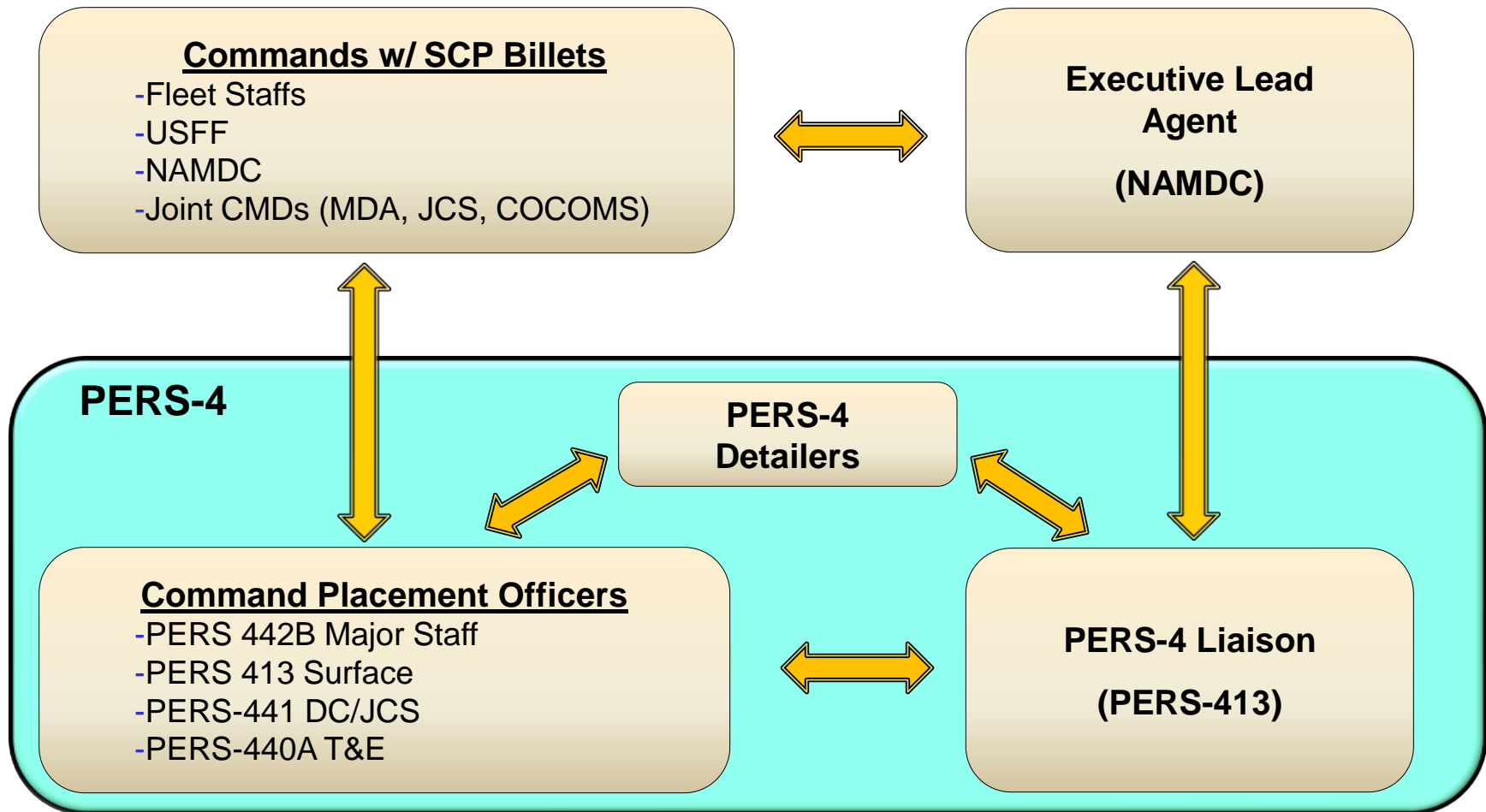
- **Command Placement Officers**
 - Represent individual commands containing SCP billets

- **SCP Detailers**
 - Work with SCP Officers to provide career advice and assign SCP Officers into SCP billets as timing and availability supports



Relationships & Responsibilities

Example: Missile Defense



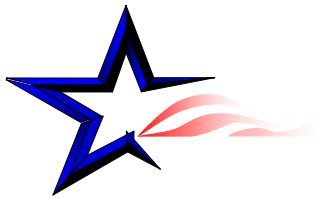
MILPERSMAN 1301-233 defines interface between organizations



SCP Executive Lead Agents (ELA)

Discipline	Command	Liaison Directorate
MD	Navy Air & Missile Defense Command	41
ATFP	Navy Expeditionary Combat Command	41
ASW	Navy Mine & ASW Command	42
MIW	Navy Mine & ASW Command	41
SIM	Commander, Navy Installations Command	43
SS	Commander, Military Sealift Command	41
FM	ASN Financial Mgmt & Comptroller	44
NOP	OPNAV N3/N5	44
OA	OPNAV N81	44
ETMS	Naval Education & Training Command	43

ELAs work with designated PERS-4 Liaisons to manage the billet base within their respective specialties



SCP Selection Board

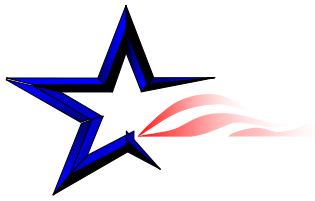
▪ **SCP Selection Board & Application Notes**

- The maximum number of selects will be determined by discipline health and expected attrition for each mission area
- Officers may apply for up to two SCP disciplines
- A command endorsement is required with your application
- Any board correspondence desired to be made available to the board must be declared in a cover letter as an enclosure

▪ **Additional Board Actions**

- SCP-CO and SCP-XO bank officers will be reviewed for continued fitness to serve in a milestone billet
- All previously unselected LCDR SCP Officers in each mission area will be considered for selection as SCP-XO
- All previously unselected CDR SCP Officers in each discipline will be considered for selection as SCP-CO

Please refer to the relevant NAVADMIN for latest guidance on SCP Board application and eligibility guidance



Eligibility Requirements

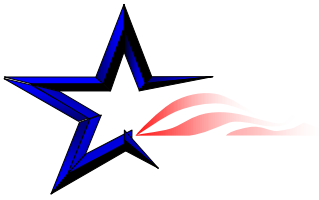
- **Designator Specific Requirements:**

- 1110: Upon completion of a first Department Head tour, or upon completion of the first 18 months of a single longer DH tour.
- 1120: After final look for Executive Officer and not serving or required to serve in Submarine Support Assignment as determined by the Officer Community Manager.
- 1310/1320: Upon completion of a DH tour or failure to select for a DH tour for the second time.

- **Officers not eligible for this program:**

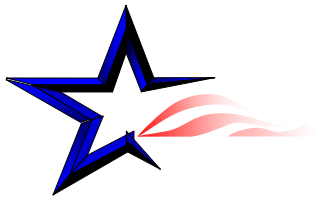
- Full Time Support (FTS) Officers
- Officers currently being processed for ADSEP
- Officers who have been DFC'd (or are a subject of a pending DFC)
- Officers who have submitted a retirement or resignation request (an approved request for withdrawal is required for consideration)

Please refer to the relevant NAVADMIN for latest guidance on SCP Board application and eligibility guidance



Selection as SCP

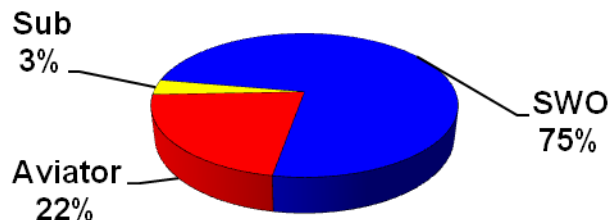
- **Officers are eligible for SCP detailing upon completion of current tour (unless milestone/payback tour is required).**
- **SCP Officers are ineligible for consideration for traditional USN Commanding Officer.**
 - **Surface Warfare Officers selected for the SCP program will not be eligible for consideration by the Commander Command Board**
 - **Aviation Officers selected for the SCP program will not be eligible for consideration by the Aviation Command Screen Board**
- **Selection as SCP does not relieve an officer of any other pending milestone (if already screened) or payback tours.**



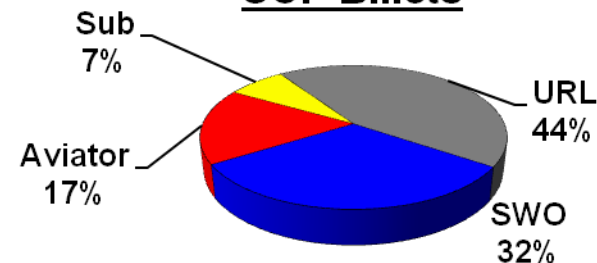
SCP Community Breakdown

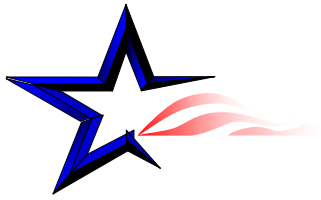
	SCP Officers By Discipline										
	MD	ATFP	ASW	MIW	SIM	SS	FM	NOP	OA	ETMS	Total
13XX	0	2	5	1	3	0	5	5	8	3	32
1120	0	0	1	1	0	0	1	0	0	2	5
1110	19	26	13	10	18	17	2	3	0	3	111
Total	19	28	19	12	21	17	8	8	8	8	148
Fair Share (+/- 2)	15	15	17	9	16	10	21	23	14	12	152
	SCP Billets By Discipline										
	MD	ATFP	ASW	MIW	SIM	SS	FM	NOP	OA	ETMS	Total
13XX	4	4	18	5	22	2	8	9	4	21	97
1120	1	2	17	0	2	0	3	6	5	5	41
1110	37	21	23	13	10	23	14	12	16	10	179
URL	17	33	10	16	30	13	38	44	29	11	241
Total Billets	59	60	68	34	64	38	63	71	54	47	558

SCP Officers



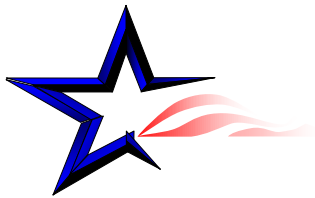
SCP Billets





Specialty Career Path

Mission Areas



Missile Defense (LS1)

ELA – Navy Air and Missile Defense Command

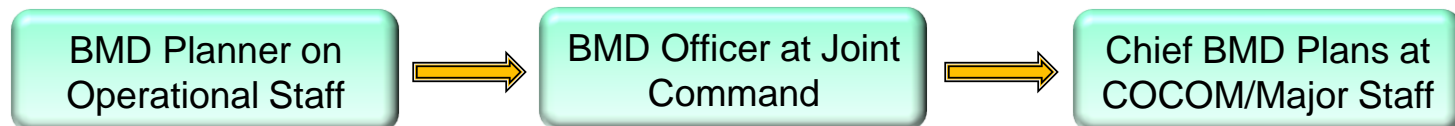
Desired Experience/Education/Skillset:

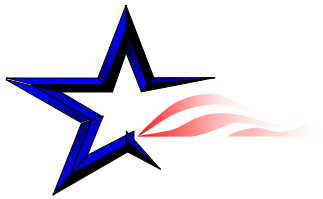
- ✓ **Successful DH tour as CSO, WEPS or OPS on BMD platform**
- ✓ **BM1 AQD**
- ✓ **Advanced architecture experience**

Initiatives in Progress:

- ✓ **Review of CTF IAMD billets for BMD SCP designation**
- ✓ **Review of AEGIS Ashore billets for BMD SCP designation**

Nominal Career Path:

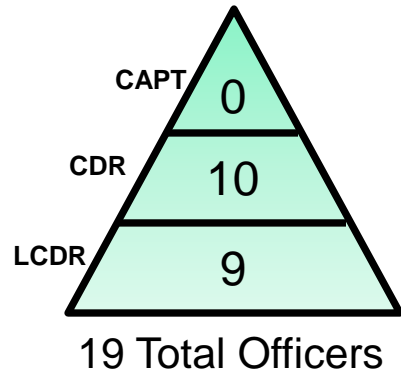




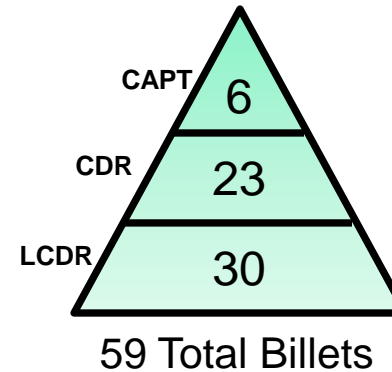
Missile Defense (LS1)

ELA – Navy Air and Missile Defense Command

FY12 Inventory by Paygrade

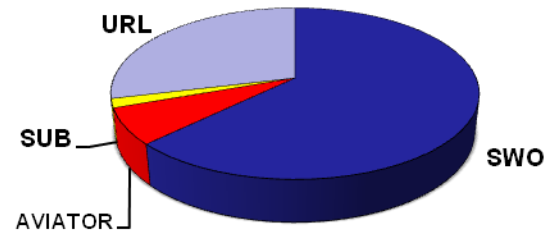


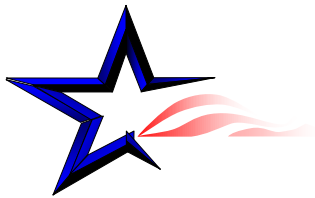
MD Billet Base by Paygrade



FY12 Billets By Designator

SWO	37
AVIATOR	4
SUB	1
URL	17





Missile Defense (LS1)

ELA – Navy Air and Missile Defense Command

MD Key Milestone Billets:

✓ MD SCP - Commanding Officer

- JCS – CH SPACE/MSL POLICY DIV
- NAMDC – STF OPS&PLN/ACOS DOCTRINE
- JTAMDO – ASST DIR TAMD OPNS
- COMPACFLT – STF OPS&PLN/BMD
- JCS – CHIEF MISSILE DEF BRANCH
- OPNAV – P&P DIR CMDSYS/SEC HD BAL MISSILE DEF

✓ MD SCP - Executive Officer

- COMPACFLT – STF OPS&PLN
- AEGIS TECH REP MOORESTOWN - XO SHR ACT/CSEDS MANAGER



Anti-Terrorism/Force Protection (LS2)

ELA – Commander Navy Expeditionary Combat Command

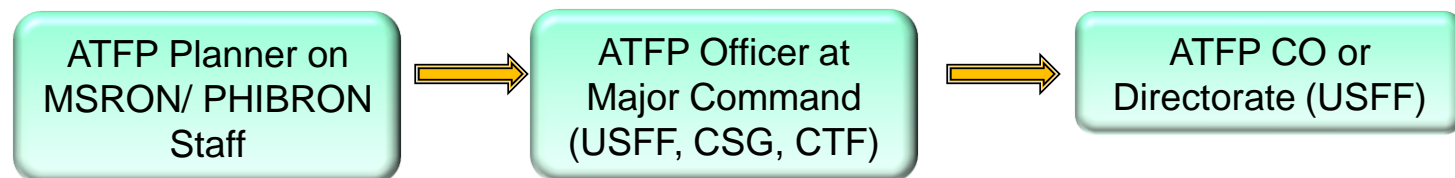
Desired Experience/Education/Skill set:

- ✓ **Successful DH tour as CSO, WEPS or OPS with ATFP collateral**
- ✓ **Either Expeditionary FP or CENSECFOR background**

Initiatives in Progress:

- ✓ **Continuous review of ATFP related billets for SCP designation**

Nominal Career Path:

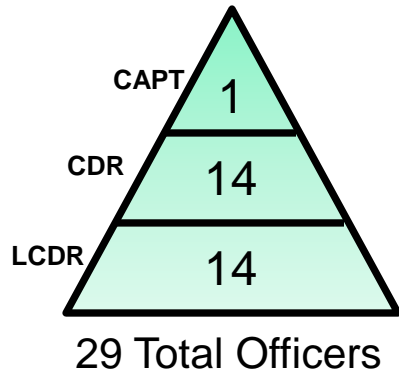




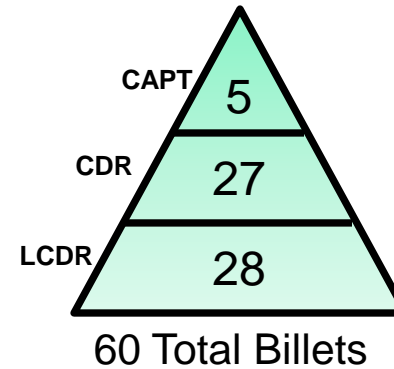
Anti-Terrorism/Force Protection (LS2)

ELA – Commander Navy Expeditionary Combat Command

FY12 Inventory by Paygrade

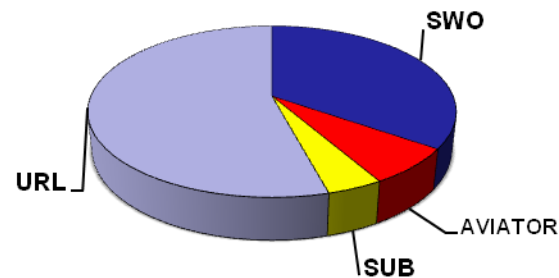


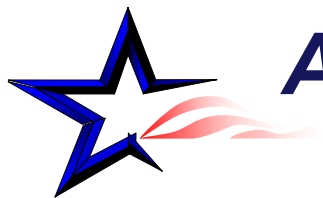
ATFP Billet Base by Paygrade



FY12 Billets By Designator

SWO	21
AVIATOR	4
SUB	2
URL	33





Anti-Terrorism/Force Protection (LS2)

ELA – Commander Navy Expeditionary Combat Command

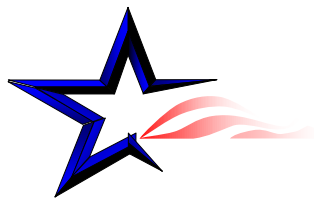
ATFP Key Milestone Billets:

✓ ATFP SCP - Commanding Officer

- **CO SHORE ACTIVITY – ECRC, CENSECFOR NORFOLK**
- **FPO AT DIVISION DIRECTOR – FFC**
- **CO EQUIVALENT – RIVGRU CSO, FLEET ATO**

✓ ATFP SCP - Executive Officer

- **XO SHORE ACTIVITY – MCAST, ECRC**
- **FPO AFLOAT – CCSG**
- **XO EQUIVALENT – SUBGRU OR SEALOGLANT FPO, CENSEFOR SITE DIRECTOR**



Anti-Submarine Warfare (LS3)

ELA – Naval Mine and Anti-Submarine Warfare Command

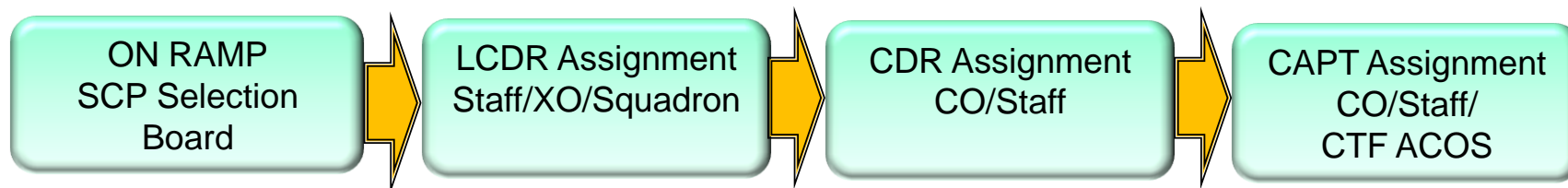
Desired Experience/Education/Skillset:

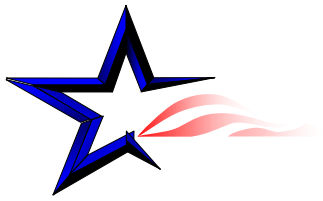
- ✓ **CRUDES TAO / VP-HS Mission Commander / SSN-SSBN OOD**
- ✓ **ASW Experience (GRAD-ED / Instructor / Training Staff)**
- ✓ **Proven performance within Designator Community**

Initiatives in Progress:

- ✓ **NMAWC review of CO/XO nomination packages**
- ✓ **Review of ASW SCP Billet Structure**
- ✓ **NPS ASW Certification requirement for ASW community**

Nominal Career Path:

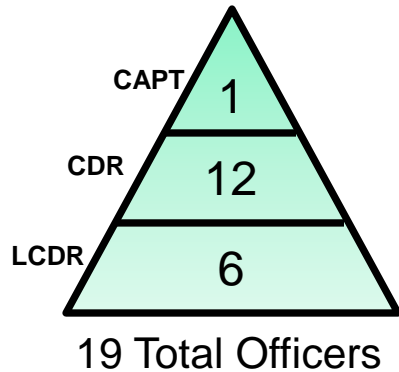




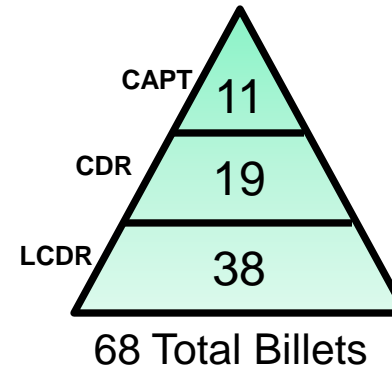
Anti-Submarine Warfare (LS3)

ELA – Navy Mine & Anti-Submarine Warfare Command

FY12 Inventory by Paygrade

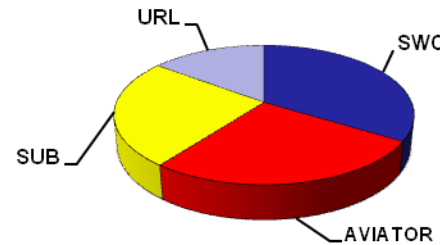


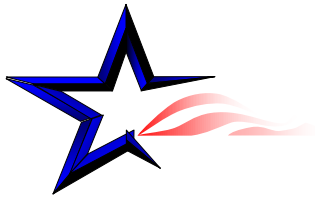
ASW Billet Base by Paygrade



FY12 Billets By Designator

SWO	23
AVIATOR	18
SUB	17
URL	10





Anti-Submarine Warfare (LS3)

ELA – Naval Mine and Anti-Submarine Warfare Command

ASW Key Milestone Billets:

✓ ASW SCP – Commanding Officer

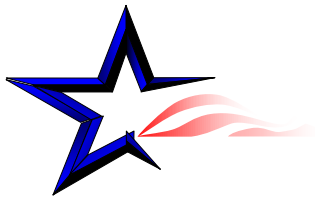
- **CO NOPF**
- **XO FLTASWTRACENPAC**
- **TACTRAGRU**
- **NMAWC**

✓ ASW SCP - Executive Officer

- **XO NOPF**
- **XO FLTASWTRACENPAC**

✓ ASW SCP – Sequential

- **CO FLTASWTRACENPAC**
- **CO COMUNSEASURV**



Mine Warfare (LS4)

ELA – Navy Mine & Anti-Submarine Warfare Command

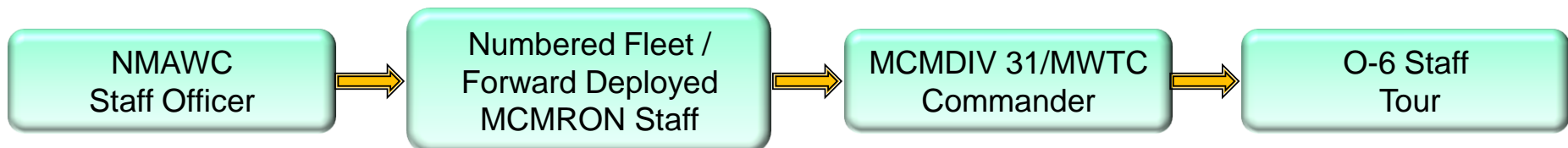
Desired Experience/Education/Skillset:

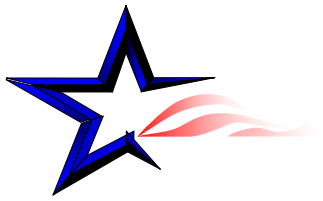
- ✓ **Mine Warfare Experience**
 - ✓ **MCMDIV, MCMRON, MCM-1 Class**
 - ✓ **Aviation OPS/MO Dept Head**
 - ✓ **Submarine Dept Head**

Initiatives in Progress:

- ✓ **Further refinement of XO equivalent billets**
- ✓ **Review of desired community size**
- ✓ **MIW education program**

Nominal Career Path:

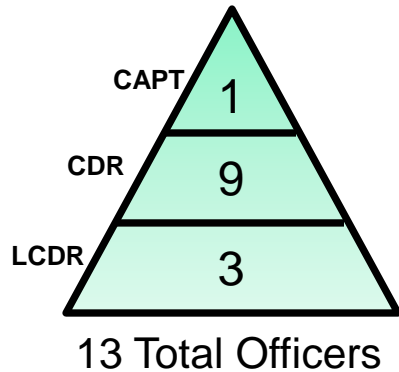




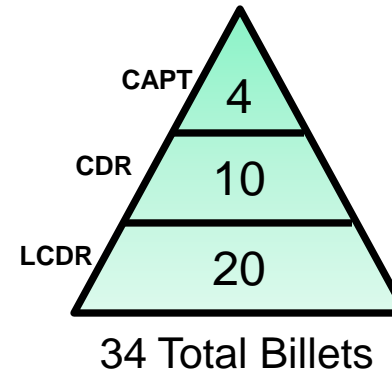
Mine Warfare (LS4)

ELA – Navy Mine & Anti-Submarine Warfare Command

FY12 Inventory by Paygrade

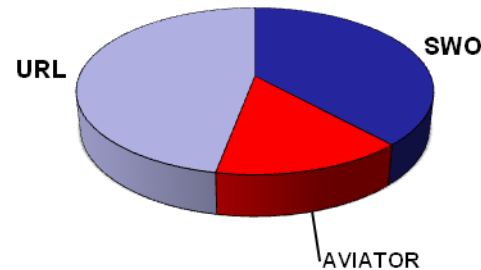


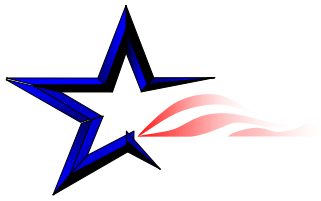
MIW Billet Base by Paygrade



FY12 Billets By Designator

SWO	13
AVIATOR	5
SUB	0
URL	16





Mine Warfare (LS4)

ELA – Navy Mine & Anti-Submarine Warfare Command

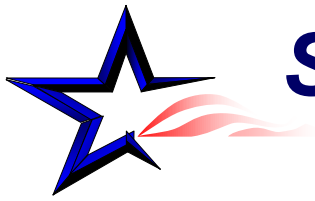
MIW Key Milestone Billets:

✓ MIW SCP - Commanding Officer

- **MCMDIV 31 – CDR OPFOR SEL**
- **MWTC – CDR/CO SHR ACT**

✓ MIW SCP - Executive Officer

- **FFC – STF MINE WRF/SUB & SURF PGRM (N44)**
- **C7F – STF MINE WRF**
- **C5F – STF MINE WRF**
- **CHSCWL – STF MINE WRF**



Shore Installation Management (LS5)

ELA – Commander Navy Installations Command

Desired Experience/Education/Skillset:

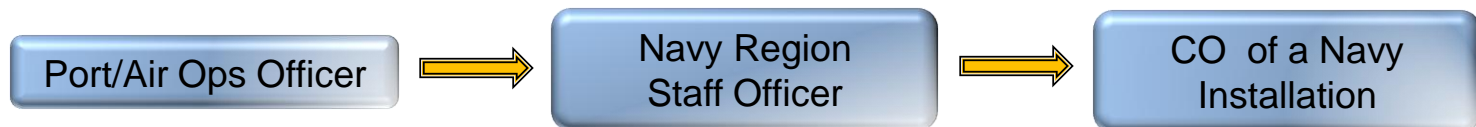
- ✓ **Operational experience**
- ✓ **Shore Installation Management experience**

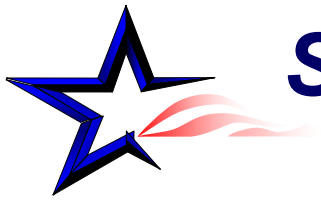
Benefits of Shore Installation Management:

- ✓ **Fits into existing URL career paths**
- ✓ **Supplemental career path with challenging billets / cmd opportunity**
- ✓ **Variety of experiences**
- ✓ **Opportunity to lead significant change and innovation**
- ✓ **Use and develop business expertise in a large/complex enterprise**
- ✓ **Work cutting edge areas: Energy, Encroachment, Joint, and Digital Age**

AQD Established to recognize SIM experience (CBx)

Nominal Career Path:

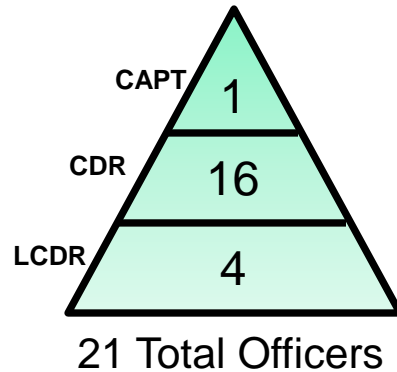




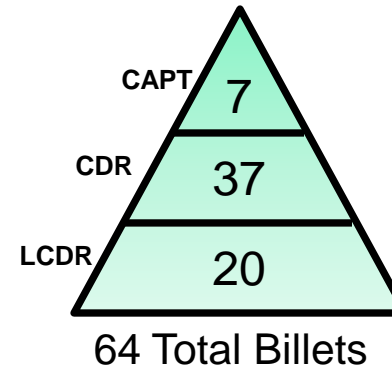
Shore Installation Management (LS5)

ELA – Commander Navy Installations Command

FY12 Inventory by Paygrade

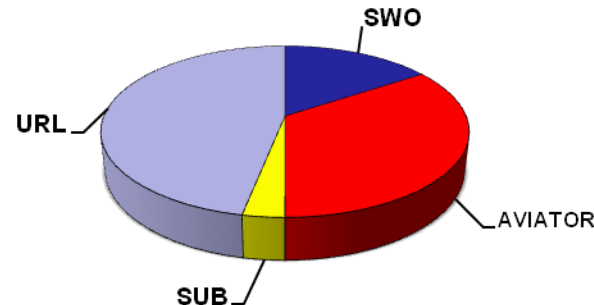


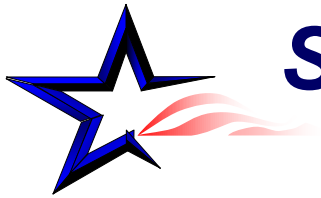
SIM Billet Base by Paygrade



FY12 Billets By Designator

SWO	10
AVIATOR	22
SUB	2
URL	30





Shore Installation Management (LS5)

ELA – Commander Navy Installations Command

SIM SCP – CAPT Billets

- ✓ **CNIC Chief of Staff**
- ✓ **Installation CO/CO equivalent**
- ✓ **CNIC/Region Staff**

SIM SCP – CDR Billets

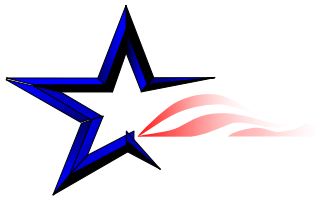
- ✓ **Installation CO/CO equivalent**
- ✓ **Installation XO/XO equivalent**
- ✓ **CNIC/Region/Installation Staff**

SIM SCP – LCDR Billets

- ✓ **Installation XO/XO equivalent**
- ✓ **Flag Aide, Flag Staff**
- ✓ **Installation Dept Head**

Core SIM Knowledge Areas

- **Navy/Government Civilian Management Systems**
- **Contract Civilian Hiring Practices**
- **Labor Union Practices**
- **Facilities Management**
- **Public Affairs**
- **Navy DOD Financial Practices**
- **DOD/Navy Dependent Care issues**
- **MWR Requirements/Financial Management**
- **Shore Installation Legal & Contracts Administration**
- **Environmental Management**
- **Anti-Terrorism Force Protection**



Strategic Sealift (LS6)

ELA – Military Sealift Command HQ

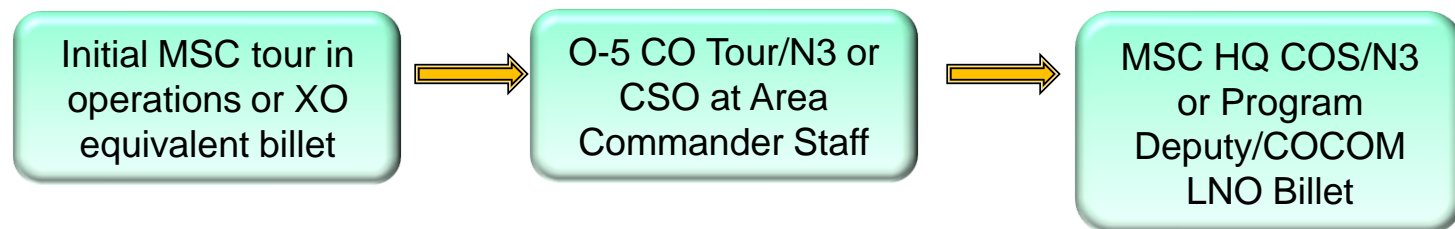
Desired Experience/Education/Skillset:

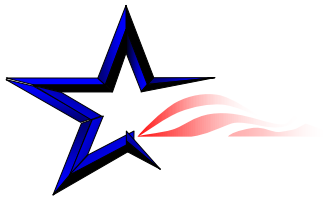
- ✓ **Successful DH tour on a surface ship**
- ✓ **Successful DH tour in any URL community**
- ✓ **While not required, a successful previous tour with MSC and/or Maritime Academy graduate/commercial merchant license**

Initiatives in Progress:

- ✓ **Review of MSC billets for SCP CO designation**

Nominal Career Path:

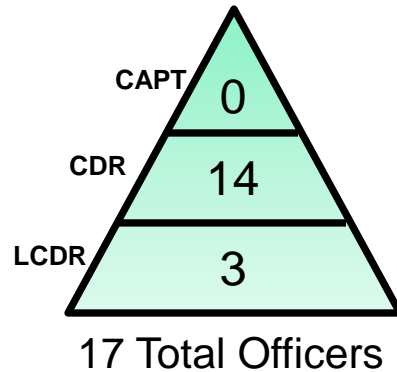




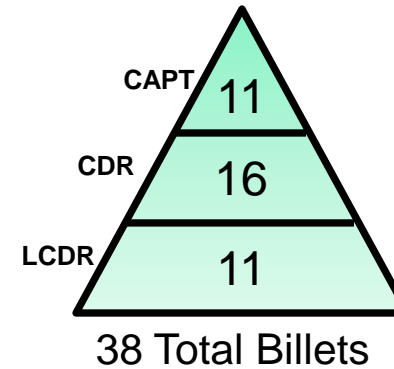
Strategic Sealift (LS6)

ELA – Military Sealift Command HQ

FY12 Inventory by Paygrade

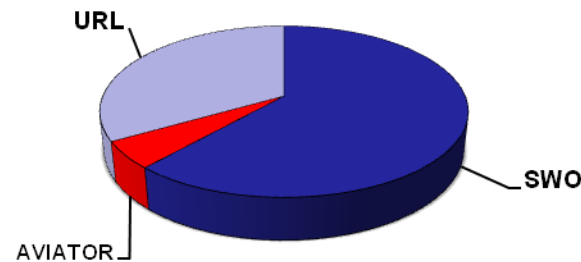


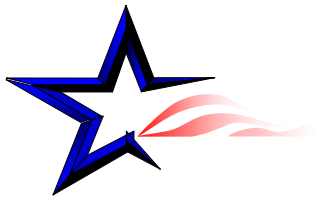
SS Billet Base by Paygrade



FY12 Billets By Designator

SWO	23
AVIATOR	2
SUB	0
URL	13





Strategic Sealift (LS6)

ELA – Military Sealift Command HQ

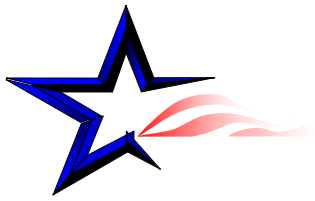
SS Key Milestone Billets:

✓ SS SCP - Commanding Officer

- **MSCO KOREA – COMMANDING OFFICER**
- **CTF 63 – CHIEF STAFF OFFICER**
- **COMSC FAR EAST – CHIEF STAFF OFFICER**
- **COMSC HQ – CURRENT OPERATIONS OFFICER**

✓ SS SCP - Executive Officer

- **MSCO KOREA – EXECUTIVE OFFICER**
- **SHIP SUPPORT UNIT SINGAPORE – OFFICER IN CHARGE**
- **MSCO DIEGO GARCIA – COMMANDING OFFICER**
- **COMSC PACIFIC – CHIEF STAFF OFFICER**



Financial Management (LS7)

ELA – Finance Management & Budget (FMB)

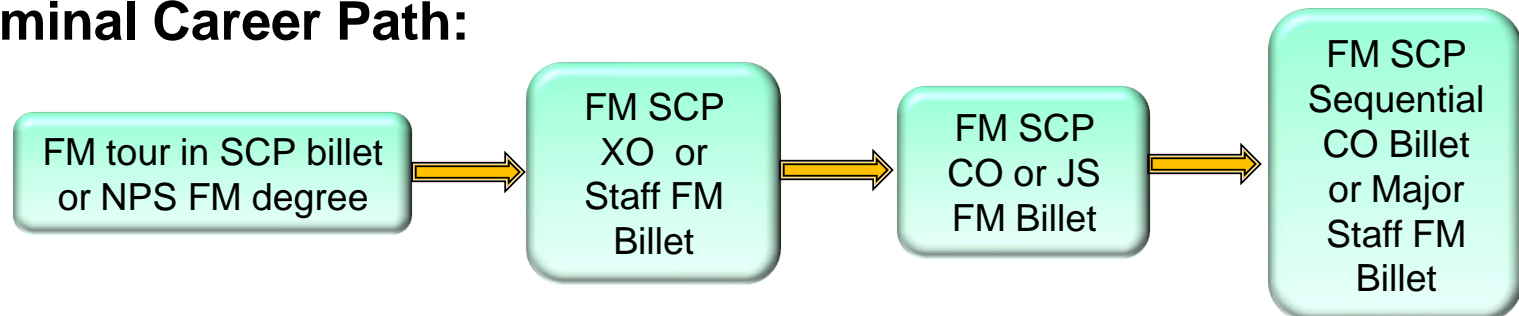
Desired Experience/Education/Skillset:

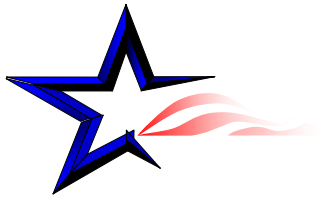
- ✓ Sustained superior performance in warfare specialty
- ✓ Prior FM tour with SSP codes (3000, 3100, 3105, 3110, 3111, 3112)
- ✓ NPS MBA Finance Degree
 - ❖ CONRAD Scholar
- ✓ MBA or BA/BS (Finance)
- ✓ Acquisition Professional (BFM, KO, PM)

Initiatives in Progress:

- ✓ Review of JS, PBAD and OSD billets for FM SCP designation

Nominal Career Path:

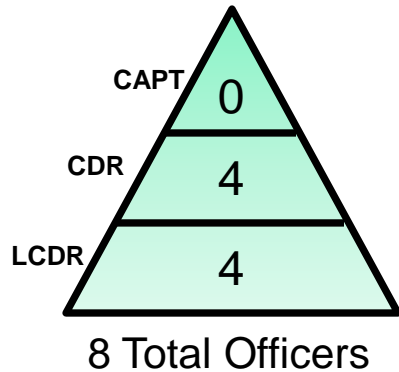




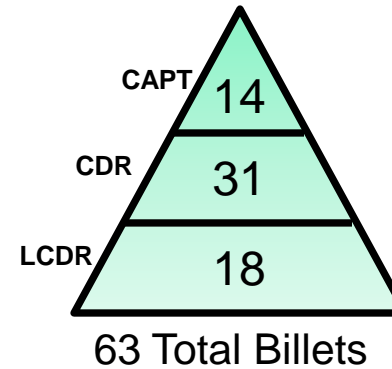
Financial Management (LS7)

ELA – Finance Management & Budget (FMB)

FY12 Inventory by Paygrade

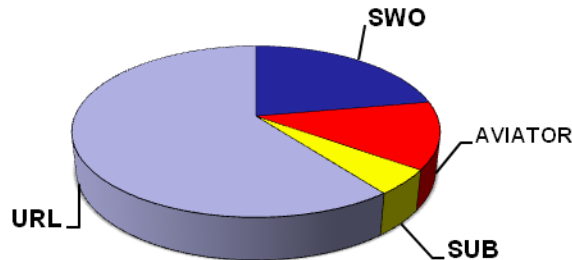


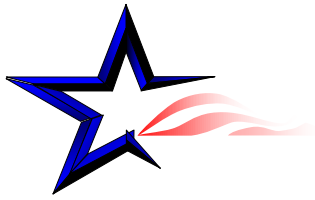
FM Billet Base by Paygrade



FY12 Billets By Designator

SWO	14
AVIATOR	8
SUB	3
URL	38





Financial Management (LS7)

ELA – Finance Management & Budget (FMB)

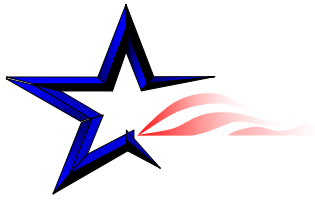
FM Milestone Billets:

✓ FM SCP – Commanding Officer

- **OSD (C) – DEP DIR CMD & CNTRL/SENIOR MILITARY ASSISTANT**
- **ASN FMC – ASST DIR OFFICE OF BUDGET**
- **ASN FMC – DEPUTY DIRECTOR INVESTMENTS**
- **ASN FMC – DEPUTY HEAD APPRO MATTER**
- **OPNAV – SECTION HEAD AVIATION REQUIREMENT**
- **AIRPAC – BUDGET/FLIGHT HOUR PROGRAM MANAGER**
- **AIRLANT – BUDGET (CDR)**
- **SUBFOR – DIVISION DIRECTOR SUBFOR REDI**

✓ FM SCP - Executive Officer

- **ASN FMC – APN COMPTROLLERASST DIR OFFICE OF BUDGET**
- **ASN FMC – OPN COMPTROLLERASST DIR OFFICE OF BUDGET**
- **ASN FMC – OMN COMPTROLLERASST DIR OFFICE OF BUDGET**
- **ASN FMC – SCN COMPTROLLERASST DIR OFFICE OF BUDGET**
- **OPNAV – P&P DIRECTOR COMMAND SYS/DEPUTY PROGRAMMER**
- **OSD (C) – JUNIOR MILITARY ASSISTANT**



Naval Operational Planner (LS8)

ELA – OPNAV N3/N5

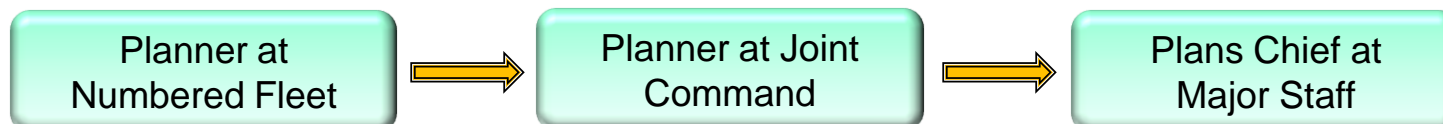
Desired Experience/Education/Skillset:

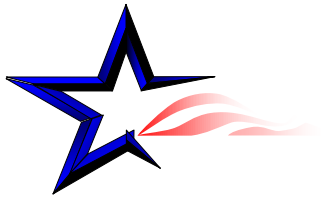
- ✓ **Successful tour as URL Department Head**
- ✓ **JP1, JP2, JP3 or JPN AQD**
- ✓ **Advanced planning experience**
- ✓ **Graduates of:**
 - ✓ **Maritime Advanced Warfighting School (MAWS)**
 - ✓ **School of Advanced Military Studies (SAMS)**
 - ✓ **School of Advanced Warfighting (SAW)**
 - ✓ **School of Advanced Air & Space Studies (SAASS)**
 - ✓ **Joint Advanced Warfighting School (JAWS)**

Initiatives in Progress:

- ✓ **Review of Fleet/COCOM billets for NOP SCP & CO/XO designation**
- ✓ **Review of MAWS / SCP NOP outplacement processes**

Nominal Career Path:

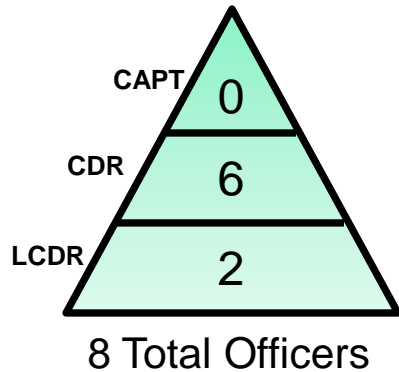




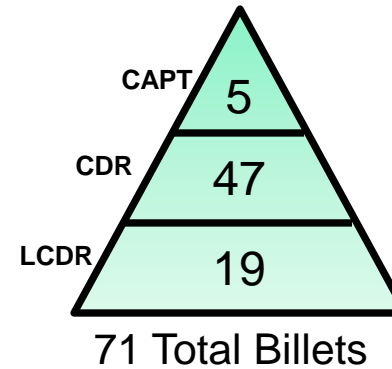
Naval Operational Planner (LS8)

ELA – OPNAV N3/N5

FY12 Inventory by Paygrade

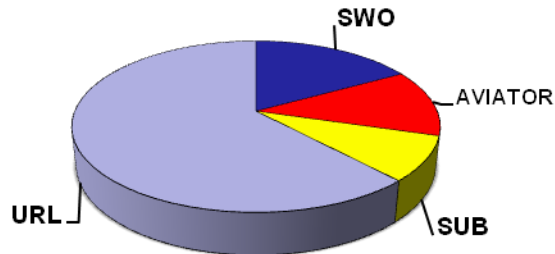


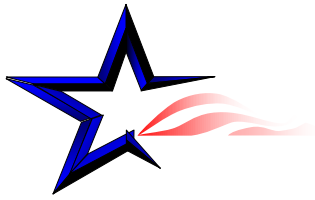
NOP Billet Base by Paygrade



FY12 Billets By Designator

SWO	12
AVIATOR	9
SUB	6
URL	44





Naval Operational Planner (LS8)

ELA – OPNAV N3/N5

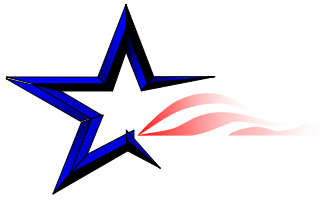
NOP Key Milestone Billets:

✓ NOP SCP - Commanding Officer

- **JCS – STRAT POLICY PLANNER**
- **COMSEVENTHFLT – STF REDI GEN**
- **COMPACFLT – STRAT PLN/HEAD DELIBERATE/CRISIS PLN**
- **COMSIXTHFLT – STF OPS PLN/EX DIV HD**
- **COMUSFLTFOR – STF PLN/FLEET DOCTRINE**
- **NWARCOL – ADV C&S INST/JMO MIL PROF**

✓ NOP SCP - Executive Officer

- **COMPACFLT – STF OPS&PLN**
- **PACOM – PLANS OFFICER**
- **STRATCOM – JFCC GS CHIEF PROGRAM PLANNING BRANCH**
- **TRANSCOM DDOC – JOINT TRANS STAFF OFF**



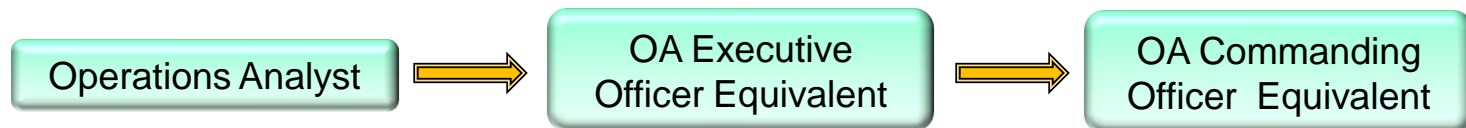
Operations Analysis (LS9)

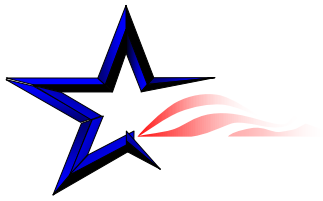
ELA –OPNAV N81 Assessment Division

Desired Experience/Education/Skillset:

- ✓ **Successful DH tour in respective community**
- ✓ **Technical undergraduate degree or experience**
- ✓ **Operations Analysis Master's degree**

Nominal Career Path:





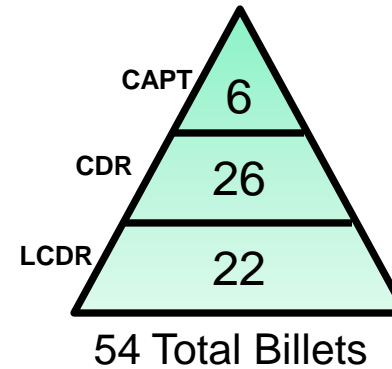
Operations Analysis (LS9)

ELA –OPNAV N81 Assessment Division

FY12 Inventory by Paygrade

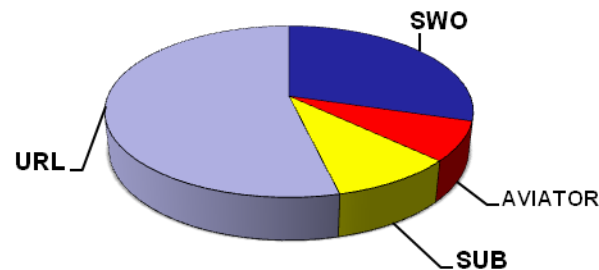


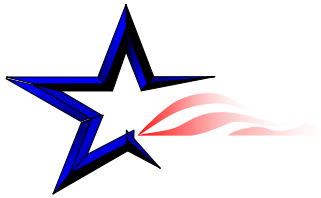
OA Billet Base by Paygrade



FY12 Billets By Designator

SWO	16
AVIATOR	4
SUB	5
URL	29





Operations Analysis (LS9)

ELA –OPNAV N81 Assessment Division

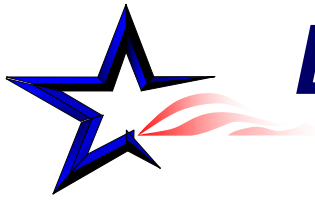
OA Key Milestone Billets:

✓ OA SCP - Commanding Officer

- **OPNAV – OPERATIONS ANALYSIS SECTION HEAD, CAMPAIGN ANALYSIS**
- **OPNAV – RESOURCE MANAGEMENT BRANCH HEAD**
- **NPRST – MANPOWER PERSONNEL SPECIALIST LIAISON OFFICER**

✓ OA SCP - Executive Officer

- **NAVCOSTCENT – STATISTICAL DATA ANALYST/COST ANALYST**
- **CNO SSG – SSG OPERATIONS ANALYST**
- **USPACOM – MILITARY ANALYST**
- **CENTCOM HQ - MILITARY ANALYST**



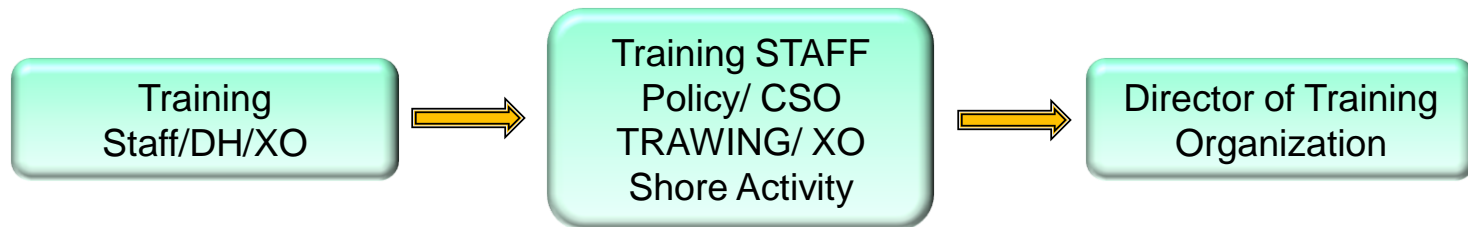
Education & Training Mgmt (LS0)

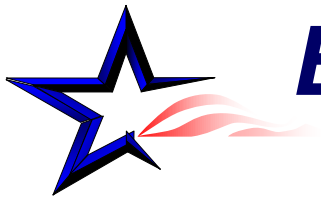
ELA – Navy Education and Training Command

Desired Experience/Education/Skillset:

- ✓ **Experience and /or education in organizational, resource, fiscal, and personnel management.**
- ✓ **Experience and/or education in education and training; instructional systems development; education psychology; education/training research; education technology; and education policy.**

Nominal Career Path:

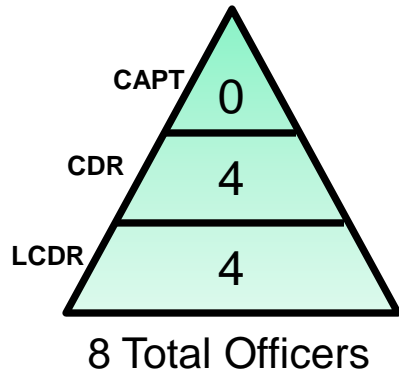




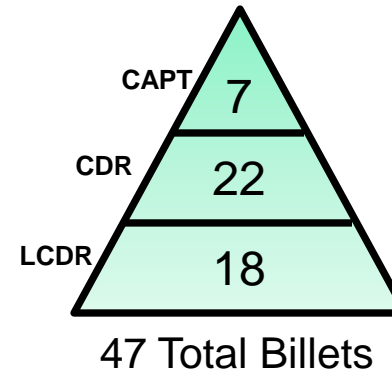
Education & Training Mgmt (LS0)

ELA – Navy Education and Training Command

FY12 Inventory by Paygrade

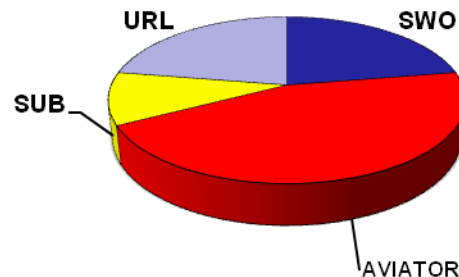


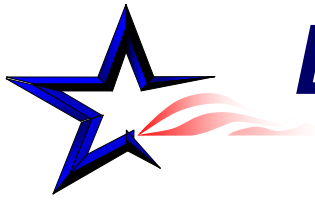
ETMS Billet Base by Paygrade



FY12 Billets By Designator

SWO	10
AVIATOR	21
SUB	5
URL	11





Education & Training Mgmt (LS0)

ELA – Navy Education and Training Command

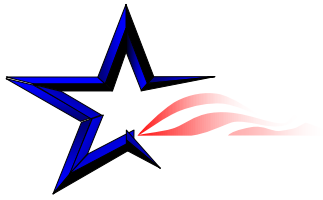
ETMS SCP Key Milestone Billets:

✓ ETMS SCP - Commanding Officer (CDR)

- **OPNAV – MPWR PLN/REQUIREMENT INTEGRATION**
- **OPNAV – REQUIREMENTS OFFICER – AVIATION**
- **TRAWING 1, 2, 4, 5, & 6 – CHIEF STAFF OFFICER**
- **CSCS UNIT – XO SHORE ACT**
- **NASC PCOLA – XO SHORE ACT**

✓ ETMS SCP - Executive Officer (LCDR)

- **OPNAV – BUDGET/MPT&E PROGRAM ANALYST**
- **OPNAV – MPWR PLN/ASST TRNG POLICY BRANCH**
- **TRAWING 1, 2, 4 & 5 – STF A OPS & PLN DEPT**



Questions?